

## Executive Coaching For Women Attorneys

EVE BIRNBAUM ASSOCIATES (EBA) provides customized career coaching for high potential associates and counsel practicing at AmLaw100 and AmLaw200 firms. Eve's specialty is in providing clear guidance, insight and tools to women attorneys striving to advance in their careers, including how to navigate unconscious bias and avoid gender-based pitfalls. Eve coaches experienced lawyers on partner track and associates at all levels to reach their professional goals.

The coaching program is customized and practical. It includes guidance and tools for assessment of the attorney's current situation, the articulation of goals, the development of realistic action plans and ongoing feedback and accountability. Specifically, the range of services includes the following phases:

- I. **Assessment and Targeting.** The first phase includes the evaluation of the attorney's current situation, skills and experience using self-assessment and 360 assessment tools, the setting of goals and the determination of priorities.
- II. **Plan Development.** This phase is the creation of a detailed action plan, including the development of substantive legal skills and strategic business relationships. This stage includes a development plan alignment meeting with mentor and sponsor partners at the firm.
- III. **Accountability.** The third phase consists of regularly scheduled ongoing coaching and reporting of progress and overcoming obstacles in taking action steps in the plan.
- IV. **Final Report.** Finally, Eve facilitates the delivery by the attorney of a final report to the firm showing metrics of progress and success.

# EVE BIRNBAUM | ASSOCIATES

Eve D. Birnbaum, a former corporate partner at Winston & Strawn, has more than 15 years of experience in the development and management of talent at major law firms.



Eve is the founder of *Eve Birnbaum Associates* that provides customized programs to law firms on associate career success, business development and practice management. Prior to founding EBA, Eve served as Legal Director at Proskauer Rose for 11 years where she created and ran all transactional, training and professional development initiatives, and oversaw the assignment, evaluation, promotion and compensation of corporate associates firmwide. She was most recently the Global Director of Legal Recruiting and Director of Special Marketing Projects at Milbank, Tweed, Hadley & McCloy, where she was also served as a member of the Professional Development and Diversity Committees.

Eve is a graduate of New York University School of Law, where she was an editor of the *Journal of International Law & Politics*. She is a member of the City Bar Committee of Women in the Legal Profession and an alumna of the Professional Development Consortium. Eve publishes and blogs on women's career advancement and how to succeed as an associate in Biglaw, including as guest blogger on *The Careerist*, posted on the AmLaw Daily.